

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SAN JOSE

AND

THE SAN JOSE POLICE OFFICERS' ASSOCIATION (POA)

Rehired Retiree – Mental Health Outreach Program

Notwithstanding any provisions in the parties' Memorandum of Agreement that limits the ability of the City to use retired employees to perform bargaining unit work, on a one-time basis, the POA consents to allow a rehired retiree to work on the implementation of a mental health outreach program funded by a grant for the San Jose Police Department for a period not to exceed one (1) year from the effective date of this agreement. The rehired retiree's assignment shall include but not be limited to, providing outreach/training for the Police Department, performing scheduling, and completing various administrative tasks as required for the program.

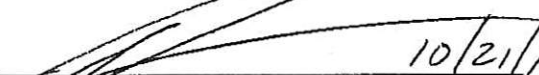
The parties agree that this Agreement shall not serve as precedent for future agreements and this Agreement shall not be construed or implied to obligate the parties to enter into any similar agreements in the future.

This Side Letter Agreement shall become effective when signed by all of the persons designated below.

FOR THE CITY:


 10/21/19

Jennifer Schembri Date
Director of Employee Relations
Director of Human Resources

 10/21/19

Eddie Garcia Date
Chief of Police

FOR THE UNION:

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Paul Kelly Date
President
POA